UNITED STATES DISTRICT COURT THE DISTRICT OF MASSACHUSETTS

PAULA O'DONNELL

Plaintiff

United States District Court

LOCAL RULE 4.1

WAIVER FORM MCF ISSUED

Civil Action No.

(Suffolk Superior Court Civil Action No. 05-1670-A)

v.

DONNA BRIGGS, BRENDAN HALL, WILLIAM FRANCIS, MARY LOU MEGAN CISTRATE J and MARIAN DOUCETTE

Defendants

NOTICE OF REMOVAL OF CIVIL ACTION

Please take notice that pursuant to 28 U.S.C. §1441 et al., defendants Donna Boggs, Brendan Hall, William Francis, Mary Lou Meighan and Marion Doucette remove Civil Action No. SUCV2005-1670-A entitled Paula O'Donnell v. Donna Briggs, Brendan Hall, William Francis, Mary Lou Megan and Marian Doucette, currently pending in the Superior Court of Suffolk County, Boston, Massachusetts to the United States District Court for the District of Massachusetts. The grounds for this removal are as follows:

BACKGROUND

- 1. In this lawsuit, the plaintiff has filed a tort action against various members of the Board of Directors and the former Manager/CEO of the Boston Globe Employees Credit Union ("Credit Union"). The plaintiff alleges that the defendants tortiously interfered with her contractual relationship with the Credit Union.
- 2. There is a collective bargaining agreement (CBA) between the Credit Union and the Office and Professional Employees International Union, Local 6, AFL-CIO. Ms. O'Donnell

was the Shop Steward for Local 6 and signatory to the CBA during some of the relevant period.

Defendants Hall and Doucette were also signatories to the agreement on behalf of the Credit

Union.

- 3. Section 301 of the Labor Management Relations Act (29 U.S.C. §185) provides for federal jurisdiction for all claims that implicate the CBA.
- 4. Plaintiff's contractual relationship with the Credit Union is based on the CBA. A determination of whether the defendants tortiously interfered with this contractual relationship requires interpretation of the CBA. Plaintiff's claims are therefore subject to federal jurisdiction by their nature.
- 5. Pursuant to 28 USC §1331 the District Court shall have original jurisdiction of all civil actions arising under the Constitution, laws, or treaties of the United States.
- 6. Pursuant to 28 USC §1441(a) except as otherwise expressly provided by act of Congress, any civil action brought in a State Court of which the District Courts of the United States have original jurisdiction, may be removed by the defendant or the defendants to the District Court of the United States for the district and division embracing the place where such action is pending.
- 7. The United States District Court for the District of Massachusetts is the District Court for the district and division embracing matters pending at the Superior Court of Suffolk County, Boston, Massachusetts.
 - 8. Diversity of citizenship is not a prerequisite, since this is a federal question.
 - 9. This is a federal question and, therefore, the amount in controversy is not an issue.
- 10. This notice is being filed within 30 days of acceptance of service of plaintiff's complaint on June 10, 2005. The complaint was the initial pleading in this matter. The

acceptance of service of the complaint was the first receipt by the defendant of the initial pleading.

- 11. A true and correct copy of the summons and complaint served upon the defendant as of the time of the filing of this Notice of Removal is attached hereto as Exhibit 1 pursuant to 28 U.S.C. §1446(a).
- 12. True and correct copies of the Notice of Removal will be served upon plaintiff's counsel and filed with the Clerk of the Superior Court of Suffolk County, Boston, Massachusetts.
- 13. Within ten days after filing this Notice of Removal, defendants will file in this Court certified copies of all state court records and proceedings and a certified copy of all state court docket entries, including a copy of the notice of removal.
- 14. In filing the Petition for Removal and the accompanying Notice of Removal the defendant does not waive any of its defenses available in this action.

DONNA BRIGGS, BRENDAN HALL, WILLIAM FRANCIS, MARY LOU MEIGHAN and MARION DOUCETTE,

By their attorneys,

Harvey Weiner, BBO#519840

Robert J. O'Keefe, BBO#655653

PEABODY & ARNOLD LLP

30 Rowes Wharf

Boston, MA 02110

(617) 951-2100

June 16, 2005

CERTIFICATE OF SERVICE

I, Harvey Weiner, hereby certify this 16th day of June, 2005 that I served a copy of the foregoing document by first-class mail, postage prepaid upon all counsel of record:

Scott Adams, Esq. 92 State Street, 9th Floor Boston, MA 02109

Harvey Weiner

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COMMONWEALTH OF MASSACHUSETTS TRIAL COURT

SUFFOLK, ss		SUPERIOR COURT				
	Docket No:	5-16	70	\mathcal{H}		
Paula O'Donnell,						
Plaintiff,	Co	Complaint				
v.	and					
	Jury Demand					
Donna Boggs, Brendan Hall, William Francis,						
Mary Lou Megan, Bob Sylvester, and Marian		3		U		
Doucette		당된	280	유		
Defendants.		CLERK,	2005 APA	5		
Parties:		JOSEPI (/MAGIS	PA 28	CIVIL CLERK'S OF		
Plaintiff Paula O'Donnell is an individual who		H DONE	σ 	RIOR C S OFF		
1. Plaintiff Paula O'Donnell is an individual who	resides at 18 Hill View	Lane in P	'ivmou	th:⊃N2}/		

- 2. Defendant Marian Doucette is a Mass. resident whose address is currently unknown.
- 3. Defendant Brendan Hall is a Mass, resident whose address is currently unknown.
- Defendant Donna Boggs is a Mass. resident whose address is currently unknown.
- 5. Defendant William Francis is a Mass. resident whose address is currently unknown.
- 6. Defendant Mary Lou Megan is a Mass, resident whose address is currently unknown.

Facts:

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- 7. Ms. O'Donnell began employment with the Boston Globe Employees Credit Union in 1974. She has also been a member of that credit union since her hiring.
- 8. In early 1998 Ms. O'Donnell, then Head Teller, discovered fraud and embezzlement of credit union funds by the Manager/CEO Gene Farrell, Jr. She reported this to the security department and to the Board of Directors ["Board."]. Following an investigation confirming Mr. Farrell's misconduct, he was terminated.
- 9. Ms. O'Donnell's reporting of the fraud and embezzlement by Mr. Farrell engendered hostility and antagonism from certain members of the board, including Brendan Hall and Bob Sylvester. Furthermore, other members of the Board acted negatively to Ms. O'Donnell, and behaved toward her in a manner unusual and not previously experienced.
- 10. In December 1998 Marion Doucette was appointed to the vacant position of Manager/CEO.

- In March of 1999 Ms. O'Donnell was appointed to the position of Bookkeeper, and in October of 2000 she was appointed to the position of Systems Manager.
- 12. In November of 2000 Ms. Doucettee hired her daughter Linda Doucette for the position of Bookkeeper. Ms. Doucette misrepresented her daughter's qualifications for the job in order to have her hired when she was otherwise not sufficiently qualified, and then arranged to have her daughter paid \$10 more per week than the union compensation schedule allowed. The previously terminated Manager/CEO, Mr. Farrell, had also arranged to have his relatives hired and paid more than the union contract allowed—a fact that was known to Ms. Doucette.
- 13. Ms. O'Donnell complained to Ms. Doucette regarding the improper hiring and compensation of her daughter Linda, and also brought the issue to the attention of the Board.
- 14. Soon afterward Ms. Doucette began a course of retaliation, intimidation and interference directed at Ms. O'Donnell. She began to verbally harass and intimidate Ms. O'Donnell, obstructed performance of her duties, and prevented her from fully participating in managerial tasks that would allow her to maintain or advance her position in the Credit Union.
- 15. While Ms. Doucette's daughter Linda was bookkeeper she bounced over 100 checks on her personal credit union account? These checks were processed and paid even though Linda had no funds to cover the checks. This was contrary to credit union procedure, policy and regulation but approved and directed by Ms. Doucette. Ms. O'Donnell learned of this and complained to Ms. Doucette and reported the matter to the Board Neither Ms. Doucette or the Board took appropriate actions consistent with credit union procedure and policy, which would normally require suspension of Linda's employment and account privileges.
- 16. After Ms. O'Donnell's complaints and reports of these incidents, Ms. Doucette's conduct towards her became more abusive and threatening, and the Board's inaction and willful blindness towards the incidents and the retaliation became more notable.
- On or about November 15, 2002 Linda deliberately manipulated the accounting system and overrode security procedures in order to clear a personal check when there were insufficient funds to cover it. This misconduct was discovered by another credit union employee and reported to Ms. O'Donnell, and then reported to the Board.
- 18. Ms. Doucette's conduct towards Ms. O'Donnell became more abusive and threatening, and the Board's inaction and support for Ms. Doucette continued.
- 19. During January of 2003 Ms. O'Donnell began investigating un-posted ATM /Debit-Card transactions that Ms. Doucette's daughter Linda was responsible for but had failed to register. Ms. O'Donnell discovered that Linda was manipulating the clearing account and falsifying financial records in order to fraudulently obtain funds. This was again reported to Ms. Doucette, and then to the Board. This matter was investigated and Linda was terminated in February 2003.

- Upon information and belief this matter was reported to the Board of Banking by individuals unknown. A Board Member, William Francis and Donna Boggs responded to this situation by blaming Ms. O'Donnell in a hostile and antagonistic manner for reporting the incident.
- On or about April 4, 2003 Ms. O'Donnell discovered that she had been locked out of the computer system through manipulation of certain security measures, and could no longer monitor Linda Doucette's still active credit union account. In fact, Linda was continuing to write bad checks and the lockout had been put in place by Ms. Doucette to prevent Ms. O'Donnell from auditing her daughter's account and learning this fact. This matter was brought to the Board's attention by Ms. O'Donnell but she was discouraged by board member Donna Boggs from pursuing the matter. In fact, Ms. Boggs ordered Ms. O'Donnell to clear certain overdrawn checks submitted by Linda, even though to do so was contrary to credit union procedure, policy and regulation.
- From shortly after Ms. O'Donnell's initial complaints and reporting of the improper hiring and compensation of Ms. Doucettes's daughter Linda, Ms. Doucette engaged in an escalating course of retaliation, intimidation, and interference, including daily verbal abuse, almost weekly acts of physical violence leading to a reasonable fear for personal safety, and weekly interference with the performance of Ms. O'Donnell's duties, etc. This continued, escalating conduct, which was intentional on the part of Ms. Doucette, and negligently or intentionally allowed to continue by the Board, resulted in both actual physical and emotional injury to Ms. O'Donnell and such a hostile, unsafe work environment that, upon prudent medical advice, she could not continue to work for the credit union and had to take a leave of absence from August 15, 2003.
- Following Ms. O'Donnell's complaints to the Board regarding (i) Ms. Doucettes actions in allowing and protecting her daughter Linda from the consequences of her misconduct, and (ii) Ms. Doucette's retaliation and interference directed at Ms. O'Donnell, the Board and its individual members had actual knowledge of the misconduct, the retaliation, and the interference in consequence of Ms. O'Donnell's written and oral complaints to the Board, and through various Union grievance procedures. The Board exhibiting willful blindness, intentionally and wrongfully refused to take reasonable and possible actions to fully protect the interests of the credit union and its members, and the interests of Ms. O'Donnell in having a safe, secure and non-hostile work environment. In fact, the Board and particular Board members, intended to and did, by act and omission, attempt to make Ms. O'Donnell's employment situation so hostile that she would either leave employment or act in derogation of her duties. In fact, the Board's failure to take any remedial action, and its unwavering support of Ms. Docuette created a situation in which they prevented Ms. O'Donnell from carrying out her duties and resulted in a constructive discharge.
- 24. Following Ms. O'Donnell's absence from work, she attempted through the Board, to correct the situation and return to work but the Board, including members Donna Boggs, Brendan Hall, William Francis, and Mary Lou Megan continued to refuse to acknowledge the problem

and take any action to cure or mitigate the abusive, dangerous and hostile environment, and did so in retaliation for Ms. O'Donnell's conduct in complaining of and reporting improper conduct at the Credit Union. The Board eventually terminated Ms. O'Donnell. Eventually the Board finally took belated steps to remove Ms. Doucette from her employment.

Count 1: Tortious Interference with Contractual Relations by Marian Doucette

- 25. Plaintiff repeats the allegations set forth elsewhere in this complaint.
- 26. Plaintiff had an ongoing employment relationship with the credit union, with reasonable expectation of continuing and prospective employment. Defendant Marian Doucette was at all times aware of this.
- 27. Defendant Marian Doucette knowingly acted in such a manner so as to cause Plaintiff to be unable to perform her required duties for the credit union, and induced the credit union to terminate Plaintiff's employment relationship.
- 28. Defendant Marian Doucette acted out of improper motive, for self-gain and in retaliation for Plaintiff's complaints and reporting of improper conduct, which Plaintiff had a duty to do.
- 29. Defendant Marian Doucette's wrongful conduct has caused Plaintiff injury through the loss of employment, and damaged her in an amount that cannot as yet be accurately determined.

Count 2: Tortioius Interference with Contractual Relations by Various Board Members

- 30. Plaintiff repeats the allegations set forth elsewhere in this complaint.
- Plaintiff had an ongoing employment relationship with the credit union, with reasonable expectation of continuing and prospective employment. Defendants Donna Boggs, Brendan Hall, William Francis, and Mary Lou Megan were at all times aware of this.
- 32. Defendants Donna Boggs, Brendan Hall, William Francis, and Mary Lou Megan knowingly acted in such a manner so as to cause Plaintiff to be unable to perform her required duties for the credit union, and induced the credit union to terminate Plaintiff's employment relationship.
- 33. Defendants Donna Boggs, Brendan Hall, William Francis, and Mary Lou Megan acted out of improper motive, for self-gain and in retaliation for Plaintiff's complaints and reporting of improper conduct, which Plaintiff had a duty to do.
- 34. Defendants Donna Boggs, Brendan Hall, William Francis, and Mary Lou Megan's wrongful conduct has caused Plaintiff injury through the loss of employment, and damaged her in an amount that cannot as yet be accurately determined.

Prayer for Relief

Wherefore, the Plaintiff respectfully request that this Honorable Court:

- Order judgment in Plaintiff's favor against Defendants in such amount as will compensate Plaintiff fully for all injuries and damages, including costs, and pre- and post-judgment interest as allowed;
- 2. Order such further relief as this Court deems fair and just.

Jury Demand

Plaintiff requests a trial by jury of all issues so triable.

Respectfully submitted for Plaintiff,

By his attorney,

dated: 4/28, 2005

Scott Adams (BBO# 639166)

92 State St., 9th Flr. Boston, MA 02109 Tel: (617) 742-4554 SJS 44 (Rev. 11/04)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS			DEFENDANTS				
Paula O'Donnel	1			Donna Boggs, Brendan Hall, William Francis, Mary Lou Megan and Marion Doucette			
(b) County of Residence		Plymouth_	County of Residence o	f First Listed Defendant			
(EX	CEPT IN U.S. PLAINTIFF CASES)	NOWE BY AND	(IN U.S. PLAINTIFF CASES (•		
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(c) Attorney's (Firm Name,	Address, and Telephone Number)		Attorneys (If Known)		11.TTD		
Scott Adams, F	sq. et, 9th Floor, Bo	ston. MA 021		er, Esq., Peabod			
II. BASIS OF JURISD				arf, Boston, MA RINCIPAL PARTIES	Place an "X" in One Box for Plaintiff		
☐ 1 U.S. Government	☑ 3 Federal Question		(For Diversity Cases Only) P7	'F DEF	and One Box for Defendant) PTF DEF		
□ 1 U.S. Government				1 XD 1 Incorporated or Prior of Business In This	incipal Place 🔲 4 🗍 4		
2 U.S. Government	☐ 4 Diversity		Citizen of Another State	2			
Defendant	(Indicate Citizenship of	Parties in Item III)		of Business In A	Another State		
			Citizen or Subject of a Foreign Country	3 G 3 Foreign Nation	□ 6 □ 6		
IV. NATURE OF SUIT	(Place an "X" in One Box Only)		Poteign Country				
CONTRACT	TORTS		FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES		
☐ 110 Insurance ☐ 120 Marine	PERSONAL INJURY 310 Airplane	PERSONAL INJURY	☐ 610 Agriculture ☐ 620 Other Food & Drug	☐ 422 Appeal 28 USC 158 ☐ 423 Withdrawal	400 State Reapportionment 410 Antitrust		
130 Miller Act	315 Airplane Product	362 Personal Injury - Med. Malpractice	625 Drug Related Seizure	28 USC 157	430 Banks and Banking		
☐ 140 Negotiable Instrument ☐ 150 Recovery of Overpayment	Liability 320 Assault, Libel &	365 Personal Injury - Product Liability	of Property 21 USC 881 630 Liquor Laws	PROPERTY RIGHTS	450 Commerce 460 Deportation		
& Enforcement of Judgment	Slander	368 Asbestos Personal	640 R.R. & Truck	☐ 820 Copyrights	470 Racketeer Influenced and		
☐ 151 Medicare Act ☐ 152 Recovery of Defaulted	☐ 330 Federal Employers' Liability	Injury Product Liability	☐ 650 Airline Regs. ☐ 660 Occupational	☐ 830 Patent ☐ 840 Trademark	Corrupt Organizations 480 Consumer Credit		
Student Loans (Excl. Veterans)		ERSONAL PROPERTY 370 Other Fraud	Safety/Health 690 Other		☐ 490 Cable/Sat TV ☐ 810 Selective Service		
☐ 153 Recovery of Overpayment	Liability 🗖	371 Truth in Lending	LABOR	SOCIAL SECURITY	☐ 850 Securities/Commodities/		
of Veteran's Benefits 160 Stockholders' Suits	350 Motor Vehicle 355 Motor Vehicle	380 Other Personal Property Damage	710 Fair Labor Standards Act	861 HIA (1395ff) 862 Black Lung (923)	Exchange 375 Customer Challenge		
190 Other Contract	Product Liability	385 Property Damage	X 720 Labor/Mgmt. Relations	☐ 863 DIWC/DIWW (405(g))	12 USC 3410		
☐ 195 Contract Product Liability ☐ 196 Franchise	360 Other Personal Injury	Product Liability	730 Labor/Mgmt.Reporting & Disclosure Act	☐ 864 SSID Title XVI ☐ 865 RSI (405(g))	890 Other Statutory Actions 891 Agricultural Acts		
REAL PROPERTY ☐ 210 Land Condemnation		FISONER PETITIONS 510 Motions to Vacate	☐ 740 Railway Labor Act ☐ 790 Other Labor Litigation	FEDERAL TAX SUITS	☐ 892 Economic Stabilization Act ☐ 893 Environmental Matters		
220 Foreclosure	441 Voting 442 Employment	Sentence	791 Empl. Ret. Inc.	☐ 870 Taxes (U.S. Plaintiff or Defendant)	894 Energy Allocation Act		
230 Rent Lease & Ejectment 240 Torts to Land	443 Housing/ Accommodations	Habeas Corpus: 530 General	Security Act	1 871 IRS—Third Party 26 USC 7609	395 Freedom of Information Act		
245 Tort Product Liability	☐ 444 Welfare ☐	535 Death Penalty		20 050 7009	☐ 900Appeal of Fee Determination		
290 All Other Real Property		540 Mandamus & Other 550 Civil Rights			Under Equal Access to Justice		
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VI. CAUSE OF ACTION	DN Brief description of cause		iling (Do not cite jurisdiction	ai statutes uniess diversity):			
VII. REQUESTED IN COMPLAINT:	UNDER F.R.C.P. 23		DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint:		
VIII. RELATED CAS	(See instructions):	JDGE		DOCKET NUMBER			
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UNITED STATES DISTRICT COURT DISTRICT OF MASSACHUSETTS

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1.	Title of case (name	of first party on o	each side only)_	Paula O'Donne	ell v.	Donna	Boggs, et	aı.
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2,	rule 40.1(a)(1)).	the case belongs	based upon the	name red nature of se	uit code lis	sted on the	civil cover shee	t. (See local
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3.	district please ind			I rule 40.1(g)). If more rst filed case in this co		orior relate	d case hạs been	filed in this
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4.	Has a prior action	between the same	e parties and ba	sed on the same claim	ever been	filed in thi	is court?	
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5.	Does the complain §2403)	nt in this case que	stion the constit	tutionality of an act of o	congress a	affecting th	ne public interest	? (See 28 USC
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	·	, .			YES [NO	
6.	Is this case requir	ed to be heard an	d determined by	a district court of three	e judges p	ursuant to	title 28 USC §22	84?
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7.				nmental agencies of the g in Massachusetts res				
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	A.	If yes, in which d	ivision do all of	the non-governmental	parties re	side?	1	
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•	LEASE TYPE OR PE TORNEY'S NAME	Harvey W	einer					
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